

Generational Workforce Action Plan 2024–2026



Aim

Promote action to create an environment that values expertise, knowledge, innovative ideas and diverse perspectives from both mature-aged and young employees.

Measures of success

- ↑ increase the number of school based trainees from 0 in 2024 to 5 in 2025
- ↑ increase employee survey results by 2.5% for questions relating to positive experiences with equal and fair treatment regardless of employee age

This action plan builds on uplifting our capability and addressing barriers to increasing representation and inclusion of our multigenerational workforce.

Build awareness and capability <i>Implement capability initiatives to foster a safe and inclusive workplace culture and embed behavioural change</i>		
Actions	Outcome	Responsible
Increase signs of inclusion and commitment to diversity and inclusion through age-positive recruitment advertising, workplace signage and on public facing platforms.	Increased number of multigenerational employees joining the workplace and increased number of mature aged employees remaining in the workplace.	Diversity & Inclusion Communications
Implement and promote additional diversity and inclusion training to promote inclusive practices.	Increased training completion rates to build knowledge, create inclusive respectful workplaces and remove barriers to inclusion for multigenerational employees.	Diversity & Inclusion Workforce Capability



Sunshine Coast Health respectfully acknowledges the Traditional Custodians, the Kabi Kabi/Gubbi Gubbi and Jinibara people on whose land we provide our services. We also pay our respects to the Aboriginal and Torres Strait Islander Elders, past, present, and future. We recognise the strength and resilience that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow.

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Create employment, career pathways and support

Implement practices and programs that value transferable skills and lived experiences, and invite and accommodate diversity

Actions	Outcome	Responsible
Proactively engage young people to consider health careers and related employment pathways.	Improved awareness of the variety of careers available within the health industry and improve uptake of opportunities to pursue a health career.	Diversity & Inclusion Recruitment & Attraction SCHI Communications
Design and implement a school based traineeship program.	Engage young people to grow our own workforce whilst positioning SCH as an employer of choice.	Diversity & Inclusion Recruitment & Attraction Allied Health Oral Health

Embed inclusive policies, practices and language

Foster inclusive workplaces where everyone feels valued, can be themselves and able to contribute and progress in the workplace

Actions	Outcome	Responsible
Promote Transition to Retirement Program and pilot a succession planning strategy at a managerial level.	Increased awareness of transition to retirement options available to retain skilled and experienced employees in the workforce.	Diversity & Inclusion Communications



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